

RAEBURN CONSULTING

Raeburn Consulting Equal Opportunities Statement

Raeburn Consulting's public statement on equal opportunities, fair treatment, inclusive recruitment, and accessible working practices.

LAST REVIEWED

June 2026

APPLIES TO

Clients, collaborators, candidates, employees, contractors, suppliers, and future team members



Overview

Equal Opportunities Statement

Raeburn Consulting is committed to equal opportunities, fair treatment, inclusive recruitment, and accessible working practices.

We believe that people should be treated with dignity, respect, fairness, and care regardless of background, identity, disability, health condition, caring responsibilities, neurodivergence, or personal circumstances.

As an AI automation and recruitment operations consultancy, we also recognise that technology can either improve fairness or reinforce barriers if it is implemented badly. Our approach is to design practical, human-led systems that support better decision-making, reduce unnecessary friction, and improve access rather than exclude people.

Our Commitment

Raeburn Consulting is committed to ensuring that no person is treated unfairly because of:

Age

Disability

Gender reassignment

Marriage or civil partnership

Pregnancy or maternity

Race, nationality, ethnicity, or national origin

Religion or belief

Sex

Sexual orientation

Neurodivergence

Long-term health conditions

Caring responsibilities

Socio-economic background

Any other characteristic or personal circumstance that should not affect fair treatment

How This Applies To Our Work

We aim to apply equal opportunities principles across:

How we communicate with clients and collaborators

How we design recruitment workflows

How we advise clients on candidate and client processes

How we develop AI-assisted workflows

How we approach accessibility and reasonable adjustments

How we select future employees, contractors, and suppliers

How we build policies as the company grows

Inclusive Recruitment And AI

Raeburn Consulting supports recruitment systems that are clear, fair, accessible, and accountable.

When advising clients on AI, automation, CRM systems, dashboards, screening processes, or workflow design, we encourage:

Human oversight in important recruitment decisions

Clear and explainable process design

Awareness of potential bias in data, workflows, and automation

Fair candidate communication

Accessibility for disabled and neurodivergent candidates

Reasonable adjustments where needed

Avoiding unnecessary barriers in application and hiring processes

AI should support better recruitment decisions. It should not blindly replace professional judgement, human care, or fair review.

Disability Confident

Raeburn Consulting supports the principles of the UK Government Disability Confident scheme and is committed to improving access, fairness, and opportunity for disabled people and people with long-term health conditions.

Our commitments include:

Supporting accessible communication

Considering reasonable adjustments

Promoting fair treatment of disabled people

Supporting flexible and remote working where possible

Improving our own policies as the business develops

Helping clients think more carefully about accessibility in recruitment and operations

Reasonable Adjustments

Where possible and appropriate, Raeburn Consulting will consider reasonable adjustments for clients, collaborators, candidates, employees, contractors, and future team members.

This may include:

Written summaries after calls

Alternative meeting formats

Flexible scheduling

Clearer instructions

Additional time where practical

Accessible documents

Reduced unnecessary complexity

Communication by email or written format where helpful

Responsibilities

Raeburn Consulting will review this statement as the business grows and will aim to strengthen its policies, evidence, and practical actions over time.

Anyone working with or representing Raeburn Consulting is expected to act fairly, respectfully, and professionally.

Raising Concerns

If someone believes they have been treated unfairly or has experienced a barrier when working with Raeburn Consulting, they are encouraged to contact us so the issue can be reviewed.

Contact: consulting@theraeburngroup.com

REVIEW AND CONTACT

This document will be reviewed as Raeburn Consulting develops.

For questions about this document or Raeburn Consulting's commitments, contact the consulting team.

CONTACT

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